

news from CUASA

G WALKER
SCHOOL OF SOCIAL WORK

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Editor: Roger Bird

November, 1989.

NEW TASKS FOR SALARY ADJUSTMENT COMMISSION

As part of the last round of collective bargaining, the employer and CUASA agreed to minute the following instructions to the Salary Anomalies and Adjustment Commission at the Joint Committee to Administer the Agreement:

"The parties agreed to advise the Salary Anomalies and Adjustment Commission that the SAAC has the jurisdiction, under paragraph 3.1(c) of Appendix E, to review the salaries of employees who have been denied CDI's. The parties also agreed to instruct the SAAC to automatically review all such cases after three (3) consecutive years of CDI payments.

The parties also agreed to request the Commission to review the salaries of employees who have had CDI's withheld pursuant to Article 41.5(a) and paragraphs 3.2(e) and (f) of Appendix E, and who have subsequently been promoted. Such reviews would take place pursuant to 3.1(c) of Appendix E after three (3) consecutive CDI payments following promotion."

At the November 2nd meeting of the Joint Committee to Administer the Agreement the employer advised CUASA that the Commission was of the view that automatic review would only be extended to those cases after the date of the last collective agreement (May 1, 1988) and that colleagues whose cases arose before this date should be advised to write to the Commission in order that their case be reviewed. **Colleagues who wish to write to the Commission are encouraged to contact Pat Finn (8330) for advice and assistance.**

C U A S A S C H O L A R S H I P

Penelope McGregor has written to CUASA to express her appreciation for the award of the CUASA Scholarship. Penelope McGregor has just completed the third year of the Honours Psychology program with a 12.00 grade-point average.

C U A S A V I D E O S

CUASA has two VHS videos which members may borrow. One on **Tenure and Promotion** which is useful for both the applicant and those serving on such committees. The other is on **Mid-Career Options**. To borrow these videos contact the CUASA Office.

1988-89 FINANCIAL AUDIT OF CUASA

by Edith Moore, Treasurer/CUASA

CUASA's auditors have completed their review of CUASA's finances. The Statement is reproduced in this Newsletter. Any questions about the finances of the Association should be directed to the Office. Members are welcome to come and review financial documents during office hours.

EMPLOYMENT EQUITY

Under the Federal Contractors Program all employers with contracts of \$200,000 or more and more than 100 employees must sign a Certificate of Commitment to implement Employment Equity as a pre-condition to the validation of bids for federal monies. Carleton University signed such a commitment two years ago.

A joint parity committee made up of members from CUASA and the employer is now engaged in Phase II of Employment Equity. Working from the aggregated census data gathered in Phase I last November, the parties must produce a workplan for the Compliance Review Officer. We must agree on 'target' figures for the four designated groups (women, visible minorities, disabled and aboriginal peoples). This task is not an easy one as appropriate data on which to judge what an appropriate target figure might be is lacking for all but women. The Review Officer will be meeting with the committee on December 5 to go over our workplan. CUASA's committee members are John DeVries, Bruce McFarlane and Pat Finn.



WORKLOAD COMMITTEE

Undoubtedly, due to the timing of the last request for submission to the Workload Committee only a few were received. The Committee is renewing its request for submissions. Please send written submissions to Marvin Glass, Co-Chair of the Workload Committee (Department of Philosophy) or to David VanDine, Co-Chair (Personnel Office). If you have any questions about the work of the committee or can assist in its work, please contact Marvin at 3825. The other members of the joint Committee on Workload are: Alistair Tilson (English), David Coll (Systems & Computer Engineering), Marilyn Marshall (Dean of Social Science), and Spruce Riordon (Dean of Engineering).

EVERY BREATH YOU TAKE

CUASA, CUPE2424 and the tenants of the 7th Floor of the Loeb Building are co-sponsoring a showing of the video "Every Breath You Take". This video, produced by PSAC and CUPE (among others) deals with indoor air quality. The producer of the video, Patty Deline, will be on hand to lead the discussion following the showing.

DATE: FRIDAY, DEC.1, 1989.

TIME: 12:00 - 1:30 p.m.

PLACE: A720 LOEB

CARLETON UNIVERSITY ACADEMIC STAFF ASSOCIATION (Certified under the Ontario Labour Relations Act)

STATEMENT OF RECEIPTS AND DISBURSEMENTS

FOR THE YEAR ENDED JUNE 30, 1989

	<u>1989</u>	<u>1988</u>
<u>OPERATING FUND</u>		
OPERATING FUND BALANCE, JULY 1	\$ 17,272	\$ 9,359
RECEIPTS		
Membership dues	266,799	221,189
	<u>284,071</u>	<u>230,548</u>
DISBURSEMENTS		
National dues - C.A.U.T.	58,849	58,869
Provincial dues - O.C.U.F.A.	40,761	36,796
National Defence Fund - C.A.U.T.	40,275	39,610
Office	70,451	63,898
Legal and audit	5,850	5,525
Travel	3,461	741
Stationery, printing & equipment costs	2,970	2,538
Advertising and donations	1,375	-
Miscellaneous	2,029	2,987
Transfer to Academic Defence Fund	32,306	2,312
Transfer to Scholarship Fund	2,600	-
Grievance costs	20,555	-
	<u>281,482</u>	<u>213,276</u>
OPERATING FUND BALANCE, June 30	\$ 2,589	\$ 17,272
MADE UP AS FOLLOWS:		
Cash in bank	\$ 2,589	\$ 17,272



No Postage Required

Mr Mulroney,

Let me add my voice to thousands of other Canadian readers. A tax on books, magazines and newspapers is bad policy and bad politics. Don't tax reading under the GST.

Please keep me informed on how you plan to redress this wrong.

Name
Address
City/Prov
Code

Prime Minister Brian Mulroney
House of Commons
Ottawa, Ontario

K1A 0A2

BREED ILLITERACY

Tax Books, Magazines & Newspapers

That's what Ottawa is doing by
slapping its Goods & Services Tax on
books, magazines and newspapers -
products so important to our growth
and independence that Canadians
have bought them tax-free since
Confederation.

Here's the damage a 9% increase in the cost of books, magazines and newspapers can do:

- Because they are highly price sensitive, sales of Canadian publications could drop by 20%. This will mean less variety and selection at bookshops, newsstands and libraries across the country.
- The very people on whom Ottawa is spending millions of dollars to make more literate - poorer and less educated Canadians - will be hit hard.
- Since you don't pay federal tax on books, magazines and newspapers now, this will mean a 100% tax increase.

If it weren't so devastating, the irony would be laughable.

But something can be done. The Goods & Services Tax is coming under attack. It won't take effect until 1991. So, there is time to convince the federal government it is making a terrible mistake in taxing the lifeblood of our culture.

You can help us, and right now isn't a moment too soon. Just mail the attached card to Prime Minister Mulroney today.

Published by the Don't Tax Reading Coalition, 260 King St. E, Toronto, Ont., M5A 1K3